

SUBJECT: Goals and Objectives	NUMBER: 1-21.01
EFFECTIVE DATE:	REVIEW DATE:
NMMLEPSC STANDARDS: ADM.04.01	APPROVED: Sheriff

I. POLICY

The purpose of this order is to identify the organizational philosophy of the Department which emphasizes a positive working relationship between the public and the Sheriff's Department. This concept involves a community oriented approach to policing. Each unit's goals and objectives will be focused to achieve this philosophy.

II. GOALS AND OBJECTIVES

- A. The Department and will have a written set of goals and objectives.
- B. All agency goals and objectives are established by providing each employee the opportunity to supply input into the process.
- C. The Department and the unit goals and objectives will be provided to all personnel.
- D. The Department Goals and Objectives will be reviewed, and updated if necessary once a year in March. Any updates will be provided to all personnel.

III. PLANNING AND RESEARCH

- A. It is the philosophy of this Department that each member has an interest and responsibility to participate in the planning process. Members will be advised when planning sessions are scheduled and are encouraged to submit suggestions.
- B. The role of the planning and research function will be to assist the Sheriff and staff in providing Department-wide planning and direction, and evaluation of the achievement of goals and objects.
- C. Any reports generated from Planning and Research will be disseminated to the affected individuals and divisions.
- D. Planning and Research will assist and coordinate the development of a three-year plan which will include the following:
 - 1. Goals and objectives;

2. Anticipated workload and population trends;
3. Anticipated personnel levels;
4. Anticipated capital improvements and equipment needs